



Rocky Mountain Conservancy

CONSERVATION CORPS

Crew Leader Position Announcement

Position: Crew Leader (ages 19-25)

Term: Late-May – Mid-August (Possible Extension)

Schedule: Flexible (Typically 40 hour work week)

Reports to: Director of Conservation

Compensation: Biweekly living stipend, housing, work clothing, gear, and AmeriCorps Education Award.

Rocky Mountain Conservancy (RMC) seeks crew leaders of exceptional ability to lead crews of 4-5 young adults (18-25 years old) in trail building and/or historic preservation in Rocky Mountain National Park (RMNP) and/or the Arapaho-Roosevelt National Forests. Crew leader opportunities are well-suited for former crew members from conservation corps programs interested in advancing their skills. A strong interest in public land stewardship, previous experience in trail work, and demonstrated leadership skills are REQUIRED.

Location: This is a residential program; participants will be housed in bunk houses, private residences, or tents throughout the season. Depending on crew location, crews may spend anywhere from 30% to 100% of their season living in tents. Crew locations range from front-country sites with easy access to amenities to remote wilderness locations. Crews complete work in:

- Arapaho-Roosevelt National Forests (Boulder, Canyon Lakes, and Sulphur Ranger District)
- Rocky Mountain National Park

Position Summary: The Crew Leader position is integral to the Conservation Corps. The crew leader helps accomplish the Conservancy's goals of completing conservation projects, supporting crew member development of skills, and fostering a conservation ethic amongst the crews. Additionally, crew leaders help to foster a positive team dynamic and establish an esprit de corps on their crew. Service is performed exclusively outdoors and may involve camping for several days at a time. Projects can include trail maintenance, wilderness patrols, trail construction, habitat restoration, historic structure stabilization and restoration, and basic carpentry. Projects are completed alongside National Park Service and USDA Forest Service staff.

The Crew Leader leads a crew of 4 or 5 Crew Members, serving as the primary liaison between project hosts and program staff. The Crew Leader is responsible for the crew's service and safety during each project. The Crew Leader and Crew Members are supervised by the Director of Conservation.

Qualifications:

- Strong communication skills - verbal and written
- Demonstrated strong leadership and supervisory skills to lead by example – on and off-duty
- Experienced in trail work and wilderness travel
- Current Wilderness First Aid certification or greater by start date
- Ability to motivate and create an excellent team environment and work ethic
- Proven organization and time management skills
- Mature judgment to solve problems while supervising others with diverse backgrounds and experiences
- Project management skills: Assess tasks, develop work plans, delegate assignments, and monitor work
- Demonstrated ability to complete administrative tasks (work reports, timesheets, etc) in a timely manner
- Ability to foster a positive crew dynamic
- Proven ability to adapt to changing work schedules
- Passion for service-learning activities.
- Experience with safety protocols and precautions related to hand tool use and backcountry travel.
- Dedication to complete the full term of AmeriCorps service

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Requirements:

- Be a US Citizen, US National, or Lawful Permanent Resident Alien of the US.
- Pass the National Sex Offender Public Registry and National Service Criminal History Check (State/FBI), defined as no hits on the NSOPW and no history of violent offenses nor felonies on the State and FBI checks.
- Hike with at least 40lbs of gear plus trail tools for five miles across mountainous terrain.
- Live in remote areas with limited communication.
- Have at least one-season of experience in trail work, habitat restoration, or historic preservation work.

Crew Leader Responsibilities:

- 1) Actively participate and support training to help facilitate learning opportunities for members.
 - a) Prepare lesson plans for trainings on LNT, backcountry preparedness, camp cooking, and situational awareness for their crew.
 - b) Facilitate the "Crew Leader of the Week" experience for crew members to practice leadership skills.
- 2) Plan and fully contribute to service projects and provide a safe work environment.
 - a) Manage crew time and breaks each day.
 - b) Plan daily project schedules to maximize productivity, safety and crew efficiency, in consultation with agency staff.
 - c) Coordinate tools, equipment, and materials for service projects. Load vehicles properly. Do not leave needed tools behind and do not leave tools at the service site.
 - d) Assist with skills training for project-related work.
 - e) Meet with agency staff to review project expectations.
 - f) Monitor project progress and model a strong work ethic for crew members.
 - g) Complete daily work reports on at least a weekly basis (daily submissions are preferred).
- h) Comply with Conservancy and agency safety protocols during project work by ensuring crew members are using tools properly, wearing required PPE, and managing personal health.
- 3) Foster a strong crew dynamic and mitigate conflict among crew members, Crew Leaders must:
 - a) Manage crew members and interpersonal relationships in the field.
 - b) Facilitate off-duty crew activities (i.e. crew dinners, hikes, teambuilding activities)
 - c) Maintain strong communication with individual crew members.
 - d) Prioritize fostering a positive learning experience for crew members.
- 4) Communicate effectively with program staff and agency liaisons, Crew Leaders must:
 - a) Provide work and crew updates on a weekly basis to the program director.
 - b) Communicate in an efficient and timely manner with agency staff and program director regarding project needs, schedule changes, vehicle incidents, and housing concerns.
 - c) Inform the program director of any interpersonal or work-related issues on the crew.
 - d) Receive feedback constructively regarding project outcomes and crew progress.

Work Schedule: The crew leader will work a flexible schedule determined by the agency trail crew supervisor. Some leadership and administration tasks will require the crew leader to work additional hours to the required 40 hours/week. This additional work is reflected in the biweekly stipend and provision provided for interns. Furthermore, crew leaders are required to support crew members 24/7 throughout the program.

Role Clarification: This is an AmeriCorps Corpsmember level position, NOT a staff member.

To Apply, please send a *letter of interest*, *resume*, and *three professional references* to:

Opportunity@RMConservancy.org

or mail to:

Rocky Mountain Conservancy

Attn: Conservation Corps

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APPLICATIONS DUE BY: February 15, 2021 (Applications will be reviewed on a rolling basis)

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